



VACANCY NOTICE	
Post	AR01 – PROGRAMME MANAGER
Grade	A5
Division	DDX Programme Division
Section	N/A
Management of Staff	10
Location	Rome, IT
Initial Contract Duration	3 years
Closing Date for Applications	15/06/2026
Start Date	01/10/2026 (Subject to the signature of the respective DDX Programme Decision)
Interview Date	Week commencing on 13/07/2026

1. Background

The DDX Programme intends to provide Development, Production, In-Service Support phases, of two new Destroyers for the Italian Navy.

2. Duties and Responsibilities

The DDX Programme Manager (PM) is responsible to the OCCAR-EA Director through the OCCAR-EA Head of Programmes (HoP).

Within the framework of the delegation, the PM has the accountability and responsibility to achieve the Programme's general and specific High-Level Objectives (HLO).

The DDX Programme Manager reports to the OCCAR-EA HoP and their duties and responsibilities include:

2.1 Programme Management:

- Lead and manage all aspects of the DDX Programme, directing the Programme Division in accordance with OCCAR rules and Programme Board (PB) decisions;
- Ensure fulfilment of all technical and operational requirements;
- Oversee day-to-day programme activities, including configuration control, risk management, quality assurance, and through-life management;
- Prepare and maintain the Programme Management Plan (PMP) and Through Life Management Plan (TLMP) as part of OCCAR's Business Plan;
- Establish and lead Programme Working Groups (PWGs) and Expert Working Groups (EWGs) to maintain effective interfaces with Nation and technical experts;
- Implement OCCAR Risk Management procedures and Quality Management System (QMS) within the Programme Division;
- Coordinate with National Programme Coordinator (NPC) to ensure timely provision of Government Furnished Equipment, Information, and Services (GFX);
- Share lessons learned and best practices across OCCAR Programme Divisions and Central Office;
- Ensure timely and clear communications with the OCCAR-EA Central Office, the PB, PC and PD related working groups on all A400M matters.

2.2 Contracts and Finance:

- Prepare and manage operational and administrative budgets to deliver Programme HLOs;
- Oversee technical, contractual, and financial management of the Prime Contract in compliance with OCCAR rules and Programme Decision;
- Lead negotiations with industry for contracts and amendments;

- Monitor contract execution to ensure performance, schedule, and cost objectives are met;
- Certify completion of contractual work and validate invoices for payment.

2.3 Personnel Management:

- Manage the recruitment and selection of Programme Division staff;
- Define objectives for team members, provide necessary resources, and monitor performance;
- Foster a collaborative and transparent team culture, promoting open communication and professional development.

2.4 Health and Safety:

- Ensure compliance with National Health & Safety responsibilities for all Programme Division staff, across all work locations and activities.

2.5 Reporting and Governance:

- Ensure timely and clear communications with the OCCAR-EA Central Office, the PB, and PC on programme related matters;
- Provide timely updates on risks, issues, and progress against HLOs.

3. Key competences and skills required for the grade

(You must provide evidence of meeting these key competences and skills in your Application, Section 12).

- CS 1** Executive management ability proven through results attained in performing jobs in this field for other national / international organisations;
- CS 2** Excellent leadership, interpersonal and team working skills with the ability to interact sensitively, effectively and professionally with people from diverse cultural, educational and professional backgrounds;
- CS 3** Conceptual thinking with the ability to analyse complex and wide-ranging questions, issues and information, with a structured approach to the problem-solving process, including providing recommended solutions and a proposed way forward;
- CS 4** The ability to work in a changing, developing and demanding environment with the ability to orchestrate and implement clear, efficient and logical approaches to work, to manage time, assignments and objectives;
- CS 5** The ability to use Computer and Information Technology (ICT) tools, with a working knowledge of MS Office software.

4. Specialist knowledge and experience required for the post

(You must provide evidence of meeting these specialist requirements in your Application, Sections 10 and 11).

4.1 Essential:

- ES 1** Proven experience in managing complex programmes: ability to lead large-scale programmes in the defence, preferably in the naval domain, ensuring delivery on time, within budget, and in line with strategic objectives;
- ES 2** Expertise in contractual and financial management: proficiency in negotiating contracts, overseeing execution, ensuring compliance with regulations, and managing complex budgets;
- ES 3** Technical and operational understanding of naval systems: solid grasp of technical and operational requirements for naval platforms, including configuration control, quality assurance, and through-life management;
- ES 4** Excellent communication and stakeholder engagement skills: capacity to interact effectively with high-level stakeholders, maintain transparent communication with governance bodies, and produce clear and timely reports;
- ES 5** Strong knowledge of defence-related organisations and industries: understanding of national and international defence structures, with experience working alongside governmental and industrial technical/operational experts in a multinational context.

4.2 Desirable:

- DS 1** Experience in international and multinational cooperation: familiarity with multinational programmes and European governance dynamics is highly advantageous;
- DS 2** Project Management certifications: certifications such as PMI, PRINCE2, or IPMA are considered a valuable asset for applying structured methodologies;
- DS 3** Experience in risk and quality management: familiarity with implementing structured risk management processes and quality assurance systems within complex defence programmes;
- DS 4** Expertise in through-life management principles: ability to apply through-life management concepts, including planning and oversight of sustainment, maintenance, and in-service support activities for complex defence platforms.

5. Language Requirements

- ADVANCED level¹ of ENGLISH both oral and written.
- Additional knowledge of another OCCAR Member or Participating State's language will be considered as an asset.

6. Qualifications

A university degree² related to the activities described in the duties and responsibilities, competencies and skills, together with a proven minimum of five years' experience as a Navy Officer on board naval vessels (mandatory).

7. Security Clearance

Security clearance at OCCAR Secret level is required for this post.

8. Applications and Points of Contact

For further information regarding this Post, please contact:

Andrea Di Raimondo (DDX Programme Integration Manager)

Email: andrea.diraimondo@occar.int

Applications for this Vacancy Notice should be submitted through the appropriate National Administrations.

OCCAR Privacy Statement:

When applying for an OCCAR vacancy, it is necessary for OCCAR to collect and process personal data about you in order to assess and evaluate your suitability for the vacancy, and (if successful) to coordinate with relevant service providers in preparation of your appointment. For further information please visit our web-site: OCCAR Privacy Statement - <http://www.occar.int/privacy-data-protection>.

¹ The language levels can be found on the OCCAR website, www.occar.int Careers / Applying.

² A university degree with a total duration of five years of full-time study, amounting to 300 or 360 ECTS credits.